



Leon County
Tourist Development
Council

MEMORANDUM

DATE: May 30, 2003

TO: Board of County Commissioners

FROM: Thomas A. Waits, Chairman
Leon County Tourist Development Council

SUBJECT: Salary Adjustment for TDC Executive Director

Mr. Thompson became the Executive Director of the Leon County Tourist Development Council (LCTDC) on May 14, 2002. Mr. Thompson was approved by the selection committee, the Council and the Board of County Commissioners. He was a current county employee that was transferred and promoted into the position at the minimum of pay grade 60 at \$54,408.67 and he remains at that salary level. It was clearly understood that Mr. Thompson's progress would be reviewed after a six month probationary period. This position was a newly defined position and the selection committee had been through the advertising and selection process unsuccessfully on previous occasions. It was the intent of the council to evaluate Mr. Thompson's progress and adjust the salary to the level that the Council was prepared to negotiate with previous candidates for the position.

I have reviewed Mr. Thompson's progress from his hiring date to the present. Mr. Thompson has shown excellent progress during this first year with the Council. He has proven his ability to grasp the understanding of the work of the Council and has established a format for the duties and responsibilities of this newly defined position. He has shown leadership and enthusiasm for going forward with the goals and expectations of the council. He has created a strong and dynamic relationship with Mike Bristol, TACVB President and John Citron, TSC President to form a management team that the Council, the Board of Directors of the TACVB and the Board of Directors of the TSC fully support. It is the primary goal of the Council to have a management team that is responsive to the ever changing reality of the tourism business and the requirements of county government. Mr. Thompson has proven that he can "manage

Memo to Board of County Commissioners
May 30, 2003
Page 2

an organization" from the Council's perspective and "administer a program" from the county's requirements. Mr. Thompson's previous experience in the business community and in county government have proven to be a tremendous asset for his ability to understand and accomplish the goal and objectives of the Council and the BCC. The contacts and relationships that Mr. Thompson has developed over the past 20 years in Tallahassee have been instrumental in advancing the TDC and BCC goals in a positive and professional manner. Mr. Thompson is very active in all facets of the TDC and has strongly embraced his counterparts to accomplish many objectives. He has shown foresight to plan future objectives that will benefit the TDC functionally and financially. He has made accountability in all areas of TDC operations a primary focus and requirement.

Mr. Thompson has excellent people skills and this was a very important requirement of this newly defined position. His aptitude and attitude have made him very effective as Executive Director.

Mr. Thompson has satisfactorily completed this six month and annual review and evaluation with outstanding results. The council respectfully requests that Mr. Thompson's annual salary be adjusted to \$69,000 effective May 14, 2003. This amount is within the current range of paygrade 60 and can be funded from the existing current year budget.

Thank you for your consideration and please contact me at 224-2888, if you have any questions.

TAW/wb